



# Minutes

**A TELECONFERENCE MEETING of the COUNCIL TERM LIMITS TASK FORCE was held on Tuesday, June 14, 2016 at 9:30 a.m.**

Present: R. Willson, P.Eng., Chair  
N. Hill, P.Eng., Vice-Chair  
P. Ballantyne, P.Eng. [via teleconference]  
L. King, P.Eng. [via teleconference]  
M. Stauch, M.ED [via teleconference]  
M. Wesa, P.Eng.

Staff: R. Martin, Manager, Secretariat

**CALL TO ORDER** Notice having been given and a quorum being present, the Chair called the meeting to order.

**APPROVAL OF AGENDA** Moved by Mr. King, seconded by Mr. Wesa to approve the agenda as presented.

**APPROVAL OF MAY 13, 2016 MINUTES** Moved by Mr. Wesa, seconded by Ms. Stauch to approve the May 13, 2016 minutes as amended.

**TASK FORCE BUDGET AND ASSOCIATED BRIEFING NOTE FOR COUNCIL'S JUNE MEETING - ATTACHED** Mr. Willson provided background on the development of the briefing note requesting Council approve an increase for the Council Term Limits Task Force budget from \$7500 to \$15,000. Mr. Willson explained that at the May 13, 2016 meeting, members of the Task Force discussed requesting an additional \$2500 in funding. When staff provided detailed expenses for the Task Force of \$5769, Mr. Willson determined that in order to have the resources available to complete the required work, that it was necessary to request \$7500 in additional funding. Mr. Willson also indicated that he would be available by phone for the Council meeting to speak to the briefing note if needed.

Mr. Wesa stated that he would declare a conflict of interest when the briefing note goes to Council but he will speak to the issue explaining that early on in the process the Task Force members realized they were going to require additional funding in order to complete their work.

Ms. Stauch indicated that she was concerned that Council may not approve the request for additional funding for the Task Force. Mr. Willson responded that he requested that Councillor Dave Brown be the mover of the briefing note and that Councillor Brown has spoken with Councillor Roger Jones who is the Chair of the Finance

Committee about the briefing note.

Ms. Hill noted that a discussion regarding the need for additional funding took place at the March 29, 2016 Task Force meeting. Ms. Hill also suggested that members of the Task Force send any thoughts they had that could be used at Council to support the motion to Mr. Wesa so he would have that information for the meeting.

Ms. Stauch pointed out that the Task Force has done everything possible to keep costs down from eliminating breakfasts to the choice of consultants that the Task Force brought in to provide information.

Ms. Hill noted that the June Council meeting is the first opportunity for the Task Force to request additional funds due to the schedule of Council meetings and the date the Task Force was constituted.

Mr. King asked for further details on how it was determined that the Task Force should request an additional \$7500. Mr. Willson responded that he originally was looking at requesting an additional \$5000 from Council. However, when taking into consideration the cost of a face-to-face meeting is approximately \$2000, he and Ms. Hill determined that an additional \$7500 would cover the costs for the remainder of the time left for the Task Force.

Mr. Ballantyne suggested that the Task Force has focussed on the issue of term limits and requested that succession planning be discussed more at upcoming meetings. Mr. Willson agreed that more needs to be done on the succession planning issue and that he hoped that the members would have an opportunity to discuss the issue at the meeting today.

Mr. Willson indicated that Jordan Max was available for the July meeting and would be making his presentation to the Task Force at that meeting.

## **REVIEW OF SUBMISSIONS TO AND DISCUSSIONS AT MAY 13 MEETING**

Mr. Willson asked Task Force members that in light of the information they were provided by the consultants at the May 13, 2016 meeting and the work done so far, where members see the Task Force moving ahead on the term limits and succession planning issues.

Mr. Ballantyne stated that he is not sure if the Task Force has reached a consensus on term limits and that the data indicates that this issue seems confined to the LGAs and a few Councillors. He noted that the Executive Committee, Human Resources Committee and the Central Election and Search Committee all have responsibilities related to Council elections and that an effort needs

to be made to pull all these groups together on the issue of term limits and succession planning. Mr. Ballantyne stated that in reviewing the material from the previous meeting that he believes Council should develop a Human Resources plan that lists skill sets that are required to serve on Council.

Ms. Hill stated that in the short term that term limits could not be implemented and instead the focus should be on providing the membership with detailed information on all Candidates running for Council. This information would include what are best practices when it comes to what skills are required by Council as well as the background and experience of the Candidates. Ms. Hill stated that what is required is an Act change that would move the rules for PEO elections from the Act to the By-Laws. That would give PEO the flexibility to make changes without having to go to the government.

Mr. Willson asked Ms. Hill if she believed that term limits should be put in place. Ms. Hill responded that term limits for all Council positions should be instituted but that as this process will take time. In the short term, providing the members with information related to best practices, skill sets required for Council and details background information on all the Candidates should be implemented.

Mr. Wesa expressed concern that if the members were provided with a detailed list of volunteer work done by each candidate that it would favour the incumbents who would tend to have served on more committees over time. Mr. Wesa indicated that at this time he leaning towards no term limits and suggested that Council members after serving two consecutive terms should take a voluntary time out for one term.

Ms Stauch stated that she supports term limits and is concerned about the length of time LGA's are serving on Council. She also expressed on concern that a number of high quality candidates for Council have not been elected.

Ms. Stauch also stated that she shares the concern expressed by Mr. Wesa that providing members with a detailed list of their volunteer history would favour the incumbents.

Mr. King noted that at the PEO AGM, that few people were interested in term limits for Council. Their issues were more focussed on Chapters and committees that are dealing with long-term issues where continuity is important to the work being done. Mr. King also expressed concern that in the recent election, candidates looking to run in Western Region needed help in order to obtain the 15 signatures required to submit their nomination papers. He also noted that the workload for the Regional Councillors is significantly higher than for those elected at-large as the Regional

Councillors are required to attend meetings and events in their areas. Mr. King noted that the time requirements for PEO Council make it difficult for younger members to attend meetings as they have little vacation time and have family responsibilities.

Mr. Willson stated that at PEO, most of the candidates who run for Council come up through the Chapter system and that by serving on Chapter Executives provides members with information about PEO and gives them experience participating in structured meetings. He stated that in reviewing the material from the May 13, 2016 meeting it is clear that most similar organizations look for specific skill sets and experience when recruiting candidates for Council and this process does not take place at PEO. Mr. Willson also noted that the results of the Ipsos Reid survey showed that members relied most on the candidate statements when deciding who to vote for in Council elections. Mr. Willson stated he agrees with the concerns raised by Mr. Ballantyne related to succession planning but that with PEO leaning heavily to the democratic side of electing Council members, he does not know how succession planning fits into the current system.

Members of the Task Force discussed their thought processes when they decided to run for PEO Council.

## **TERM LIMITS AND SUCCESSION PLANNING ISSUES**

Mr. Willson asked Task Force members to read all the material on SharePoint and develop ideas on where they stand on term limits and succession planning in order to see if there is some consensus within the group or is there a need for further discussion.

**Action: Task Force members are to send their ideas regarding term limits and succession planning to Mr. Willson.**

**Action: Mr. Martin will send out a Doodle Poll to Task Force members to determine their availability for a face-to-face meeting in July.**

## **NEXT MEETING DATES**

- July 28, 2016 (face-to-face meeting)
- August 18, 2016
- September 15, 2016
- November 21, 2016 tentative date (aligned with the VLC Conference)
- January 10, 2017

There being no further business, the meeting concluded.

These minutes consist of four pages.